



BILL & MELINDA
GATES foundation



Gesellschaft für Internationale Zusammenarbeit (GIZ)

Market-oriented Value Chains for Jobs and Growth in the ECOWAS Region (MOVE) project

CALL FOR APPLICATIONS

for the Training of Trainer Programme of the Rice Miller Business Academy

22 August, 2023

Technical experts based in West Africa are invited to apply to participate in a training program that will enable them to become certified trainers for the newly founded Rice Miller Business Academy (RMBA). The Training of Trainer programme aims to build a community of certified trainers who can deliver practical business development training to the growing rice sector in West Africa.

What is the Rice Miller Business Academy?

The Rice Miller Business Academy will provide business-oriented training to rice millers in West Africa. Milling staff, if desired, can attend training programs in 5 important areas:

1. **Practical Marketing for Rice Mills** – crucial skills for marketing rice as markets grow and develop.
2. **The Business of Rice Milling** – the economics of rice milling, good manufacturing principles, and the impact on building a sustainable business.
3. **Finance Essential for Rice Mills** - key financial skills including cash flow management, accessing finance, and becoming more bankable.
4. **Developing Profitable Farmer Services** – the business case and essential operations for services such as irrigation, mechanisation, and seed provision.
5. **Mastering Milling Operations** - technical operations in a rice milling environment

Why was the Rice Miller Business Academy created?

Rice is one of the most important staple crops in Sub-Saharan Africa, especially in West Africa. The Competitive African Rice Initiative (CARI) was launched in 2013 to meet the demand for rice in the region. In 2022 CARI merged with the Competitive African Cashew

Initiative (ComCashew) and became the Market Oriented Value Chains for Jobs and Growth in the ECOWAS Region (MOVE - former CARI & ComCashew).

The project aims to work with the ECOWAS Commission and selected member states to build more sustainable rice & cashew sectors. The Rice Miller Business Academy specifically hopes to improve the capacity of rice companies as they tackle some of their most pressing issues:

1. Preparing to compete in an increasingly competitive marketplace.
2. Improving operations so that mills are more competitive at producing quality rice.
3. Proactive, fact-based commercial business planning.
4. Active management of financial operations.
5. Developing commercially sensible farmer services to source a consistently better quality of paddy.

Course rollout:

Two courses are rolling out in 2023:

- **Practical Marketing for Rice Mills** – crucial skills for marketing rice as markets grow and develop.
- **The Business of Rice Milling** – the economics of rice milling, good manufacturing principles and the impact on building a sustainable business.

In 2024, 2 additional courses will roll out **::

- **Finance Essential for Rice Mills** - key financial skills including cash flow management, accessing finance and becoming more bankable.
- **Developing Profitable Farmer Services** – the business case and essential operations for services such as irrigation, mechanisation, and seed provision.

**While the training for these courses will happen in 2024, the trainers who get accepted for the programme will be expected to participate in the virtual classroom (online training) happening from 25 Sept – 20 Oct 2023. Please see details in Phase 1 below.

The **Mastering Milling Operations Course** is excluded from this request for applications.

Who can apply?

- Technical experts with relevant skills & experience in any of the thematic areas of the Rice Miller Business Academy, as per four courses above, excluding **Mastering Milling Operations**.
- At least a bachelor's degree, or equivalent qualification, in related subjects such as Marketing, Management, Finance, Economics, Business Administration, Agribusiness etc.
- At least 10 years' experience with a bachelor's degree; or 5 years' experience with a master's degree.
- Experience as trainers, training designers, facilitators & coaches for adults in the business environment is valued.
- Women are specifically encouraged to apply.
- Applicants should reside in Ghana, Nigeria, Burkina Faso, Cote d'Ivoire, Sierra Leone or Senegal.

- Demonstrated skills in French and/or English in the business environment. Applicants who are skilled in both these languages will receive additional preference.

What is the application and selection process?

1. Publication of the request for application for trainer: 22 Aug 2023
2. Submission of applications by candidates. **Deadline: 6 Sept 2023**
3. Evaluation of candidates: 3 days
4. Selection & invitation to participate in training of trainers: 11 Sept

What is the training process?

Phase 1:

Virtual Classroom: 25 Sept – 20 Oct

5. Blended learning training of trainers course (adult learning approaches, training and facilitation skills etc.). All accepted trainers will be expected to attend the virtual classroom.
6. Certificate of completion (successful candidates)

Phase 2:

In-person Experiential Training (Training of Trainers) – Practical Marketing for Rice Mills: 23 – 24 Oct

In-person Experiential Training (Training of Trainers)– The Business of Rice Mills: 25 – 26 Oct

7. Invitation of selected candidate trainers to participate in the in-person training
8. In-person training (2 days per training course focussing on how to facilitate the specific training courses)
9. Graduation as a qualified Rice Miller Business Academy trainer.

Phase 3:

Training delivery (with mill participants): Nov 2023 (date TBC)

- 10. Practical Marketing for Rice Mills training with mill marketing practitioners (Nov 2023: exact date TBC)
- 11. The Business of Rice Milling with mill managers and leaders (Nov 2023: exact date TBC)

Newly graduated trainers will deliver these trainings with the support of the master trainer.

Can I apply for more than 1 technical skills area?

The number of training seats is limited. But technical experts will be able to indicate their preferred thematic areas. This can be 1 or multiple areas. Applicants must demonstrate

sufficient skill and experience in at least one of the topics covered by the training of trainer courses. This will enable them to lead training courses that may be entrusted to them.

What is required of candidates?

Candidates will be required to complete a blended learning training (Phase 1). This has both a self-study and tutor-led training component that lasts 4 weeks. During the 4 weeks the candidates will complete:

1. A weekly self-study block.
2. Participation in weekly online tutored sessions.
3. 1 mini-assignment per week linked to the skills topic that week.
4. Participation in an online discussion forum.
5. 10-20 hours per week depending on existing experience and skills.

What is the cost of the training?

There is no fee to participate in this training. For in-person training transport, logistics and accommodation costs will be paid for by the program.

Is there a fee for leading training after graduation?

After successful completion of the in-person training (Phase 2), candidates will be eligible for assignments to deliver training courses as a part of the Rice Miller Business School. These are paid assignments. Phase 3 is thus a paid assignment.

How can I submit my application?

Submit your online application [here](#).

When is the deadline for submission?

The deadline to submit the application is 6 Sept 2023

When will successful applications be announced?

Successful candidates will be notified 1 week after applications close.

Where can I get further information?

For further information, kindly contact us:

Website: <https://www.cari-project.org>

Email: move@giz.de

What is the Calendar of Events?

2023:

- Applications Open: 22 Aug 2023
- Applications Close: 6 Sept 2023
- Successful Candidates announced: 11 Sept 2023

- Online orientation call: 20 Sept 2023
- Online self-study block opens: 26 Sept 2023
- Phase 1 – Weekly Virtual Sessions (10 – 20 hours per week): Tuesday & Friday of each week from 26 Sept – 20 October
- Certificate of completion Issued: 20 Oct 2023
- Phase 2 – In person Training (Venue TBC):
 - Training of Trainer – Practical Marketing for Rice Mills: 23 – 24 Oct
 - Training of Trainer – The Business of Rice Mills: 25 – 26 Oct
- Graduation: From 27 Oct 2023
- Phase 3 – Course training, with mill participants (Venue TBC):
 - Practical Marketing for Rice Mills: Nov 2023 (date TBC)
 - The Business of Rice Mills: Nov 2023 (date TBC)

2024:

- Phase 2 – In person Training (Venue TBC):
 - Training of Trainer – Finance Essentials for Rice Mills: early 2024 (date TBC)
 - Training of Trainer – Developing Profitable Farmer Services: early 2024 (date TBC)
- Phase 3 – Course training, with mill participants (Venue TBC):
 - Finance Essentials for Rice Mills: 2024 (date TBC)
 - Developing Profitable Farmer Services: 2024 (date TBC)